



Board of Directors, Regular Meeting Minutes, Tuesday, December 8, 2020
RICHLAND SCHOOL DISTRICT NO. 400
BENTON COUNTY, RICHLAND, WASHINGTON

The Board of Directors of Richland School District No. 400 met for a regular meeting Tuesday, December 8, 2020, at 6:00 P.M. via Zoom, West Richland, Washington. School Board President Rick Jansons presided. Board members present: Heather Cleary, Kari Williams, Jill Oldson and Ken Gosney.

The Board meeting was called to order at 6:00 P.M.

EXECUTIVE SESSION (Personnel, Legal)

The Board adjourned to executive session at 6:00 P.M. to discuss qualifications of an applicant for employment or review of performance of an employee (final actions must be taken in public and discussions affecting employees generally must be held in public) 42.30.110 (1) (g), and discussion with legal counsel, of enforcement actions, litigation or potential litigation, if public discussion might result in an adverse legal or financial consequence. (Does not permit an executive session solely because attorney is present.) 42.30.110 (1) (i). The executive session was projected to last thirty minutes, with no action expected. Executive session ended at 6:32 P.M.

The Board returned to the regular meeting at 6:34 P.M.

1.0 CALL TO ORDER

1.1 Pledge of Allegiance

1.2 Roll Call-Ms. Cleary will join shortly-all others are in attendance.

1.3 Approval of Minutes (November 24, 2020)

It was moved by Jill Oldson and seconded by Ken Gosney that –

THE BOARD APPROVE MEETING MINUTES FROM NOVEMBER 24, 2020.

Vote: Oldson, yes; Williams, yes; Gosney, yes; and Jansons, yes.

Motion was approved.

1.4 Student Advisory Committee Report

Zaina Ibrahim, Hanford High School Senior, reported on topics from the November Student/Superintendent Advisory Committee meeting including: positives and negatives of online learning and the 24-credit graduation requirement which leaves little room for failure or electives. She stated project-based learning works well for some as it gives students the opportunity to work at their own pace. She shared many students have little motivation and some are taking care of younger siblings. Some positives include students are getting more sleep, family time, and some career-based opportunities have become available. Eighty percent of the committee preferred to return to in-person hybrid instruction at the semester break since any earlier date may cause issues with credit completion and keeping the same teacher. The most important factor is that students want to return when it is safe. Board members thanked Zaina for her report.

Correction from January 12, 2020 meeting- Heather Cleary joined the meeting at this time.

2.0 BUSINESS

2.1 Return to School Update

Dr. Redinger introduced Mike Hansen, Deputy Superintendent, who shared the most current COVID data.

2.1.1 Metrics/Data-Benton Franklin Health District (BFHD)/State

Mr. Hansen reported a bit of good news from the BFHD is a decline in the rate of infection, although case numbers remain very high. The county numbers are currently 740 per 100,000 population over a 14-day period. A target number is 75-200/100,000, depending on state or county guidelines. Using safety protocols, the spread is not being attributed to schools at this time. The number of hospitalizations is on the rise, along with the percentage of COVID beds occupied. Board discussion followed regarding data and local information.

2.1.2 Staffing Update

Dr. Redinger introduced Tony Howard, Assistant Superintendent of Human Resources, who reviewed staffing information precipitated by questions at the last meeting. Mr. Howard shared internal resources are used to fill positions when substitutes are not available, but with the addition of 4th and 5th grade students returning hybrid, the need for additional substitutes was increased. He explained the number of substitutes is only part of the problem. Many substitutes are on the District roster but unavailable for a variety of reasons (subbing in other districts, time/site/day restrictions, not comfortable in the COVID environment). Para subs are even more difficult to find. The District has posted for assigned para positions. These paras will be assigned to specific buildings and will work there for the rest of the school year. These positions will include benefits.

The District is in the process of recruiting by reconnecting with former substitutes, incentivizing sub work in the District, and reviewing the emergency sub process to best prepare substitutes for success. Dr. Buchholz, Director of Online Learning, has created sub technology training since online instruction training is needed. Board discussion followed. Mr. Howard was encouraged to look into recruiting more emergency substitutes, while being selective.

Dr. Redinger stated Mr. Howard is already working with Ty Beaver, Communications Director, to help with that communication. Other factors that led to the return of 4th and 5th grade students to online instruction included the huge increase in overall numbers of students and the difficulty for nurses to keep up with COVID contact tracing and ensure safety for everyone.

Ms. Williams asked to set a date for the return of hybrid, in-person instruction for 4th and 5th graders to allow teachers and families time to plan. Mr. Jansons felt that after discussion at the last meeting, the decision would be revisited after the holiday break. He asked others to see if there was a majority interested in discussing the topic. Ms. Cleary agreed with Mr. Jansons. Mr. Gosney, Ms. Williams, and Ms. Oldson advised they would like to discuss the topic. Mr. Janson asked Dr. Redinger if she had a recommendation. Dr. Redinger stated she is expecting the Governor to update the State Decision Tree document using the 200 per 100,000 over 14-day number as guidance. That could dictate part of the decision if it is a hard number. Dr. Redinger would not recommend that we send Pre-K-3 students back to online learning but would continue with our current model. There is

some pressure to roll back, but she would not recommend changes until after the break as it would cause disruption.

Ms. Williams feels staff members are doing a good job of managing transmissions in buildings. The para and teacher substitute issues are being addressed and she feels 4th and 5th grade students should return on January 11, 2021.

Mr. Jansons shared the high number of ICU beds of COVID patients, as well as the high area numbers.

Ms. Oldson stated she would like 4th and 5th grade students to return right after break, January 4, 2020. She feels we need to look for ways to accommodate students and make this work. She feels it is more detrimental to keep kids out of school.

Ms. Cleary wants students back in school but is concerned about the numbers and wants to see what the State does first. She is in favor of waiting until after winter break.

Mr. Gosney feels January 11, 2021 would be a good date. That gives the District time to see what comes from the State as it may or may not be a hard number.

It was moved by Kari Williams and seconded by Jill Oldson that –

THE BOARD APPROVE BRINGING BACK 4TH AND 5TH GRADE STUDENTS TO HYBRID IN-PERSON INSTRUCTION ON JANUARY 11, 2020.

Discussion:

Mr. Jansons stated he will vote no, but not because he doesn't want students in school. He wants to wait for the COVID numbers to improve. He reported the Board receives many emails and some try to pit Board members against each other. People get on the Board because they want kids in school, not to keep them out of school. This Board comes together to make decisions and then implements those decisions.

Ms. Cleary feels shifts to and from in person instruction are very hard on students and families. She would rather move slowly and not have to switch gears.

Mr. Gosney agreed shifts are very difficult. He asked staff to work on building the substitute pool. He added an amendment to the motion stating, *“as long as Dr. Person, Benton Franklin Health District (BFHD), is in favor of having elementary students in school.”* Jill Oldson seconded the amendment.

Mr. Jansons asked for a vote on the amendment (to add the caveat of *“as long as Dr. Person, BFHD, is in favor of in-person education”*.)

Vote:

Gosney, yes; Cleary, no; Oldson, yes; Williams, yes; and Jansons, yes.

Mr. Jansons then asked all to vote on the original motion with the addition of the amendment.

THE BOARD APPROVE BRINGING BACK 4TH AND 5TH GRADE STUDENTS TO HYBRID IN-PERSON INSTRUCTION ON JANUARY 11, 2020, *AS LONG AS DR. PERSON (BFHD) IS IN FAVOR OF IN-PERSON EDUCATION.*

Vote:

Gosney, yes; Cleary, no; Oldson, yes; Williams, yes; and Jansons, no.

Dr. Redinger advised she will work with Ty Beaver, Communications Director, to communicate this change to staff and the public. She also thanked the Board for not bringing students back before the holiday break.

2.2 Mental Health Team Update

Todd Baddley, Assistant Superintendent of Secondary Education, advised the District formed the Student Health and Safety Committee in the fall of 2019 to address both School-Based Threat Assessment and Mental Health Supports to include Social Emotional Learning (SEL) curriculum. The team last reported to the Board in March, right before schools closed due to COVID-19 and the state-wide shut down. He reported since then the team has continued to work on mental health support for students, the School-Based Threat Assessment policy (adopted in September), and developing the wellness components of the Return to School Plan (adopted in August). The counselor and school psychologist Professional Learning Communities (PLCs) have been involved providing feedback and resources. Mr. Baddley explained over the past several years with the Board's support, the District has increased efforts and staffing in support of student mental health as follows:

- Each elementary school has an on-site school psychologist
- Increase in the number of counselors at the high schools (2)
- Increase in the number of counselors at elementary schools (6)
- Communities in School (CIS) staff (12)
- Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) staff at Hanford High School and Chief Joseph Middle School and applying for grants
- Support for various initiatives, programs and curriculum including: Positive Behavioral Interventions and Supports (PBIS), Student Assistance Team (SAT), Trauma-informed practices, Universal Design for Learning (UDL), Character Strong, Kids at Hope, Time to Teach, Steps to Respect, Second Step, Signs of Suicide (SOS), and suicide prevention education.

Mr. Baddley introduced members who shared information regarding the work currently taking place. Members of the committee include: Angie Withers-School Psychologist; Jennifer Klauss-Principal; Michelle Sorensen-School Social Worker; Brenda Atencio-Registered Nurse; Chandra Markel-Counselor; Marc' Nelson-Principal; Kat Tocco-Counselor; Tory Christensen-Principal; Galt Pettett-General Counsel; Brian Moore and Todd Baddley-Assistant Superintendents; Brenda Russie-Executive Assistant. Topics shared included:

- Mental Health Assistance Team (MHAT)
This is a product of the Student Health & Safety team's research of best practices. The team leader position funded through release time has been posted.
- School-Based Threat Assessment
Policy 3225 was adopted in September 2020. The goal of the threat assessment process is to take appropriate preventive or corrective measures to maintain a safe and secure school

environment, to protect and support potential victims, and to provide assistance as needed to the individual being assessed.

- **Universal Screener**
The team researched numerous universal screening tools used by districts across the country. The Behavior Intervention Monitoring Assessment System (BIMAS-2) was selected. BIMAS-2 is a measure of social, emotional and behavioral functioning in children and adolescents ages to identify students who might be at risk or in need of further assessment.
- **Multi-Tiered Systems of Support (MTSS)**
MTSS is a framework for enhancing the adoption and implementation of a continuum of evidence-based practices to achieve important outcomes for every student. Our district is working to align various initiatives and programs.
- **Social Emotional Learning (SEL) Education**
The committee will make recommendations of K-12 curriculum documents and instructional materials to support Social Emotional Learning in the District. Recommendations will be aligned to state frameworks and tied to MHAT work and MTSS implementation.

Board members thanked the team for their presentation and their impressive work over the last 1½ years. The team shows they are passionate and care about kids. The SEL curriculum adoption committee will go full speed in January. Mr. Jansons advised the state does not provide funding for this and thanked the community for their support. Mr. Baddley reported the lead position will be funded through release time with in-district applicants. Ms. Oldson stated WSSDA is also advocating for more funding for mental health assistance.

2.3 Construction Update

2.3.1 Badger Mountain Elementary Project Update

Richard Krasner, Executive Director of Operations, stated earlier staff presented a few options on when to proceed with the Badger Mountain Elementary project. The Board expressed pursuing more details, specifically starting construction on Badger Mountain Elementary in Spring of 2021 (option 1), which gives a completion date in time for the start of the 2022 school year. Mr. Krasner is expecting to receive the Certificate of Occupancy for the new Tapteal before Christmas which allows for the transition outlined in option 1 and for the Tapteal project to complete final closeout activities. Challenges will include transportation schedules, more online learning for both schools during specific times, and support staff available for moving between schools. Board discussion followed and there was consensus to start the project as soon as possible. Mr. Jansons asked to give authority to go out to bid in January.

It was moved by Heather Cleary and seconded by Ken Gosney that –

THE BOARD APPROVE AUTHORIZATION TO BID IN JANUARY FOR BADGER MOUNTAIN ELEMENTARY USING THE SPRING BREAK TIMELINE PRESENTED (OPTION #1).

Vote: Cleary, yes; Oldson, yes; Williams, yes; Gosney, yes; and Jansons, yes.
Motion was approved.

2.3.2 Hanford High School Athletic Field Update

Ms. Johnson advised the Hanford High School Athletic Field Project has reached the final design milestone with the construction document phase complete. Documents have been submitted to the AHJs for review and permitting. She explained the scope of the project meets the intent of the 2017 bond that was passed by voters which includes new grandstands for 2,000 students, restrooms and concession stand, artificial field turf for multiple sports/events, and a new track. The design also allows for expansion as funding and project allowances permit in the future. Additional bleachers and visitor seating were discussed. Mr. Jansons explained sometimes these additions are funded by Booster Clubs or grants. Ms. Johnson stated the District may need to be creative during the Fran Rish Stadium construction timeline when the Richland vs. Hanford football game occurs, possibly using another venue.

It was moved by Jill Oldson and seconded by Ken Gosney that –

THE BOARD APPROVE THE 100% COMPLETE CONSTRUCTION DOCUMENTS INCLUDING SCOPE, SCHEDULE AND BUDGET; AND AUTHORIZATION TO BID THE HANFORD HIGH SCHOOL ATHLETIC FIELD PROJECT.

Vote: Cleary, yes; Oldson, yes; Williams, yes; Gosney, yes; and Jansons, yes.
Motion was approved.

2.3.3 Fran Rish Stadium Contracting Options

Ms. Johnson advised now that the Hanford High School Athletic Field project is in the final design phase, staff is reviewing the Fran Rish Stadium project in preparation for design. The Board approved the program specifications in April 2019, so the schools and booster groups had plenty of time to focus on fundraising to add additional scope to the project if desired. The 2017 Bond indicated the upgrade project would include field turf, resurfaced track, home side bleachers, restrooms and locker rooms. She explained this project has some complex site and design components and is a focal point for our community. Staff would like to pursue the GC/CM (General Contractor/Construction Manager) project delivery method. For our previous public works projects, the School District has always used the traditional Design-Bid-Build (DBB) delivery method. In this method, the District contracts with an Architectural firm to design the project, then it is bid publicly, and we contract with the lowest General Contractor for construction. In the GC/CM delivery method, the General Contractor is selected early and engages with the design team throughout the design phase to meet the cost, scheduling and quality criteria necessary for a successful project. It is a collaborative process of management and construction between owner, architect and contractor to identify and control risks and cost early in a project. One challenge with this delivery method is the upfront costs associated with selecting and hiring a General Contractor. However, the overall project costs could be significantly less at the end of the construction phase.

It was moved by Heather Cleary and seconded by Ken Gosney that –

THE BOARD APPROVE THE GC/CM (GENERAL CONTRACTOR/CONSTRUCTION MANAGER) PROJECT DELIVERY METHOD.

Mr. Jansons explained he likes the design, bid, build process, but this is a good solution for this particular project.

Vote: Cleary, yes; Oldson, yes; Williams, yes; Gosney, yes; and Jansons, yes.
Motion was approved.

Ms. Johnson also advised the bid for demolition of the old administrative building will be held soon, with demolition planned for February 2021.

2.4 Budget Update

Clinton Sherman, Executive Director of Finance, reported District enrollment is 13,200. He has seen a small increase since the large drop at the beginning of the school year. The District's enrollment is currently 422 students under what was budgeted for (\$3.7M). This is being closely monitored and next year's budget process is about to begin, along with waiting to see the impacts of the upcoming legislative session. He advised a series of workshops will be scheduled. Dr. Redinger advised once a month budget and enrollment will be reported, along with a budget calendar to be adopted by the Board. Mr. Jansons stated the workshops will be public.

3.0 COMMUNICATIONS

3.1 Requests and Comments by Visitors (20-minute time limit)

Jasmine is a part of the student equity committee and would like to see visible progress towards prioritizing the work of the committee. She also advocated for a student representative on the Board.

Kylie is a teacher and has students in the District. She encouraged on-site testing. She is also concerned about students at home with COVID symptoms but parents not choosing to have their students tested.

Shreya was pleased to hear the information regarding Social Emotional Learning at tonight's meeting. She encouraged the committee to be sure curriculum is culturally responsive, updated for current times, and provide adequate training for staff keeping equity in mind.

Rachel is a sophomore and had questions regarding the makeup of the student group and how the information is shared.

Trish has a 4th grade student and said things are going well for their family at Marcus Whitman and Tapteal Elementaries. She thanked staff for their work.

Ted Robbins thanked the Board for starting to talk about mental health. He had concerns about the Universal Screener. He stated many students are in crisis and encouraged all to get the students back in school.

Shelly Burt shared her concern regarding mental health issues and students failing. She stated her student has no music, PE or library and needs more social interaction.

Nicole Mejia stated she honored the work done by the Mental Health Assistance Team (MHAT) in the District. She encouraged the team to collaborate with school counselors on this work and stated counselors' workload could be better utilized to address more mental health issues.

4.0 CONSENT AGENDA (approval by a single vote of the Board)

It was moved by Heather Cleary and seconded by Kari Williams –

THAT THE BOARD OF DIRECTORS APPROVE CONSENT AGENDA ITEMS (4.1) THROUGH (4.4) WITH UPDATED PERSONNEL ACTION.

Vote: Cleary, yes; Oldson, yes; Williams, yes; Gosney, yes; and Jansons, yes.
Motion was approved.

4.1 Personnel Actions

CERTIFICATED PERSONNEL

RESIGNATIONS FOR THE 2020-21 SCHOOL YEAR

Nietschmann, Britney, Language Arts, River's Edge High School, effective 1/3/2021

INCREASE IN FTE FOR 2020-21 SCHOOL YEAR

Meyer, Stacey, .20, Occupational Therapist, Special Programs, effective 10/28/2020 (now .60 FTE)

CLASSIFIED PERSONNEL

NEW HIRES FOR THE 2020-21 SCHOOL YEAR

Bahena Astudillo, Rocio, Paraeducator, Enterprise Middle School, effective 12/7/2020

Black, Sean, Paraeducator (current Coach), Richland High School, effective 12/2/2020

Garcia, Arminda, Paraeducator, Hanford High School, effective 12/17/2020

Hannaman, Chrissy, Paraeducator-Leave Replacement, effective 12/14/2020

Zambetti, Rita, Paraeducator, Hanford High School, effective 11/30/2020

REASSIGNMENT FOR THE 2020-21 SCHOOL YEAR

LaDow, Michelle, Admin Assistant, from Marcus Whitman to Hanford HS, effective 11/30/2020

RESCINDING LEAVE OF ABSENCE FOR 2020-21 YEAR

Premel, Crystal, Paraeducator/Home Liaison, ECEAP, returning effective 1/4/2021

LEAVE OF ABSENCE FOR 2020-21 YEAR

Thomas, Elizabeth, Paraeducator, Jason Lee Elementary, effective 1/4/2021

RESIGNATIONS FOR THE 2020-21 SCHOOL YEAR

Humann, Mark, Custodial Manager, Support Services, effective 12/11/2020

Thomas, Ed, Grounds/Applicator, Maintenance & Operations, effective 12/11/2020

RETIREMENTS FOR THE 2020-21 SCHOOL YEAR

DasGupta, Krishna, Nutrition Services, Hanford High School, effective 12/30/2020

4.2 Budget Monthly Reports

4.3 Career and Technical Education (CTE)-Perkins V Grant Approval

4.4 Payroll and Warrant Information

ASB Fund Warrant Nos. 40006685 through 40006686 for \$360.00

No. 54000301 for \$115.93 for \$

Capital Projects Fund Warrant Nos. 20001557 through 20001561 for \$227,596.88

Nos. 52000196 through 52000198 for \$146,389.56

General Fund Warrant Nos. 10074795 through 10074856 for \$548,097.08

Nos. 51001062 through 51001075 for \$152,081.24

Nos. 71002066 through 71002089 for \$55,931.56

Self-Insurance Fund Nos. 57000023 through 57000024 for \$13,348.82

No. 70000178 for \$157.13

Payroll Warrant Nos. 10074628 through 10074697 for \$118,408.84

Nos. 10074698 through 10074741 for \$4,419,273.64

Nos. 10074742 through 10074743 for \$2,809.00
Nos. 10074793 through 10074794 for \$3,569.15
Electronic Fund Transfer for \$8,768,026.66
Total September Payroll approved in the amount of \$13,312,087.29

5.0 FUTURE AGENDA ITEMS

- *Quarter grades
- *Update on live streaming for students during quarantine

6.0 BOARD AND SUPERINTENDENT REPORTS

Shelley Redinger stated she appreciated the Board's support for construction projects.

Board Operating Protocols Workshop - Ms. Oldson will work with Nancy to find a dates/times that work for all Board members. Two half days were preferred.

Mr. Jansons advised this is the only meeting in December per Board policy.

ADJOURNMENT

The meeting adjourned at 9:55 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS